

Equality and Public Health Full Impact Assessment

Impact Assessment Id: #604

Date printed: 19/10/2023.
Date assessment submitted: 19/10/2023.
Requester: Kerry Young

1.0 Screening Information

Project Name

County Museum at Hartlebury

Name of Project Sponsor

Hannah Perrott

Name of Project Manager

Emily Morrall and Kerry Young

Name of Project Lead

Philippa Tinsley

Please give a brief description of the project

The Worcestershire County Museum is a popular destination bringing local residents and tourists to Hartlebury Castle. It brings significant visitor spend into Worcestershire, as well as supporting learning, creativity, volunteering and health benefits for local residents.

The vision for the County Museum's future is for space and programmes of work that attract earned income, grant funding and commissioning from primary care networks and WCC-commissioned partners supporting positive health outcomes for local residents.

The museum's current 60-year lease ends in February 2026. High level reviews have been carried out to consider the property options at the end of the lease along with a condition survey to manage Worcestershire County Council's leasehold obligations.

The preferred option is for a redeveloped Worcestershire County Museum at Hartlebury Castle, continuing as a visitor destination but also developing learning and health programmes meeting needs of Worcestershire residents. This option would involve negotiation of a new lease with the Landlord, Hartlebury Castle Preservation Trust, demolition of existing and new build Transport Gallery, removal of the existing Cider Mill, refurbishment and improvements to the existing gallery and other spaces, and development of learning and health services.

A decision on the options for the future of the County Museum is on the forward plan for Cabinet for 26 October 2023.

Data Protection screening result

Does not need a full impact assessment.

Equality and Public Health screening result

Will require a full impact assessment.

Environmental Sustainability screening result

Will require a full impact assessment.

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document. The Worcestershire County Museum is a popular destination bringing local residents and tourists to Hartlebury Castle. It brings significant visitor spend into Worcestershire, as well as supporting learning, creativity, volunteering and health benefits for local residents.

The vision for the County Museum's future is for space and programmes of work that attract earned income, grant funding and commissioning from primary care networks and WCC-commissioned partners supporting positive health outcomes for

local residents. The County Museum Future Delivery Model is attached providing detail on the vision for the future and services which can be improved.

The museum's current 60-year lease ends in February 2026. High level reviews have been carried out to consider the property options at the end of the lease along with a condition survey to manage Worcestershire County Council's leasehold obligations.

The preferred option is for a redeveloped Worcestershire County Museum at Hartlebury Castle, continuing as a visitor destination but also developing learning and health programmes meeting needs of Worcestershire residents. This option would involve negotiation of a new lease with the Landlord, Hartlebury Castle Preservation Trust, demolition of existing and new build Transport Gallery, removal of the existing Cider Mill, refurbishment and improvements to the existing gallery and other spaces, and development of learning and health services.

A decision on the options for the future of the County Museum is on the forward plan for Cabinet for 26 October 2023. This assessment is completed on the assumption that the preferred option will be approved. Should another option be chosen, this assessment will be revised.

Upload Business Case or Support documents

[Appendix 1 County Museum Future Delivery Model.docx](#)

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

This project involves:

- Negotiate a new lease with the Landlord, Hartlebury Preservation Trust (HCPT)
- Demolition of existing and new build Transport Gallery including resolution of asbestos issue
- Review and potential removal/relocation of existing Cider Mill
- Refurbish and improve the existing gallery and other spaces to be more accessible, to have space and up to date suitable facilities for groups
- Improve energy sustainability

Project Outcomes

Briefly summarise what the project will achieve.

Community wellbeing is fundamental to the service model of museums.

It is delivered as volunteering and work experience, through displays and facilities, participation in activities and with handling collections, and engaging with other visitors and with the museum team.

Currently, these activities are mostly delivered informally as part of traditional museum programmes like exhibitions, education, and family activities, responding to customer demand and external funding.

The service has undertaken ground-breaking projects that support wellbeing outcomes for participants but, the recording and building on quantitative evidence of impact was a low priority until recently. The outcomes of these programmes are not currently included within of the wider Worcestershire County Council social care programmes.

Formalising a health and wellbeing offer in museums - working with colleagues across social care and partners to deliver set programmes with planned resident health outcomes - will support the Council to improve health outcomes for Worcestershire residents.

Future health-focused programmes for the County Museum are expected to include the following. These have so far been undertaken informally as project work or trial programmes or are under discussion with partners as potentials:

- Wellbeing sessions for the general public which can be booked into directly or via social prescribing focusing on gentle exercise and mental health, e.g., yoga, tai chi, art, craft, walk and talk, run by museum staff and by specialist practitioners.
- Preventative health care sessions, e.g., strength and balance classes designed to help reduce the incidence of falls amongst older residents.
- Partner venue use (as a hire) such as AgeUK's Dementia Meeting Centre sessions

- Social volunteering opportunities with health outcomes, supported by museum staff.
- Inclusive work placements, supported by museum staff.
- Day care for adults with learning disabilities, run by museum staff alongside partners or agency workers supporting participants. Probably subcommissioned by organisations commissioned to undertake this care.
- Outreach to care homes, using reminiscence resources, led by museum staff.
- Potentially a health therapy tenant as part of the County Museum site offer, run as a commercial letting.

A new lease will be negotiated with the Landlord, Hartlebury Preservation Trust (HCPT)

Refurbishment and improvement of the existing Transport gallery is included in the preferred option. This will create a more efficient and sustainable building, adding more energy efficient solutions. It is also anticipated that there will be a reduction in greenhouse gas emissions from the new, more efficient, and sustainable building.

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

No

1.2 Responsibility

Directorate/Organisation

People

Service Area

Communities

1.3 Specifics

Project Reference (if known)

PR000192

Intended Project Close Date *

September 2030

1.4 Project Part of a Strategic Programme?

Is this project part of a strategic programme?

No

2.0 Organisations Involved

Please identify the organisation(s) involved: Worcestershire County Council

Other - Hartlebury Castle Preservation Trust

Details of contributors to this assessment:

Name: Philippa Tinsley

Job Title: Museums Manager

Email Address: Philippa.tinsley@worcester.gov.uk

3.0 Who will be affected by the development and implementation.

Please identify group(s) involved:

- Service User
- Visitors
- Staff
- Communities

3.1 Information and evidence reviewed.

What information and evidence have you reviewed to help inform this assessment? *

Over the last 2 years we have done significant visitor surveys which capture demographic information on service users. From this data, we are able to look at the demographics of our customers and understand the potential impact of future plans on these groups. Data captured includes health, gender, and age.

40% of County Museum visitors are over 65 (compared to 28% of Worcs population); 12% consider they are limited a little by disability.

(Compared to 11% of Worcs population); 73% are female (compared to 51% of Worcs population).

Nationally 1/3 still report attending arts and culture less than pre-pandemic, though under 35-year-olds are returning more than others and are more likely to identify as the 'initiators' of social cultural activity with friends and family.

Over 60% say that the cost-of-living is already slashing their ability to attend culture events (more than twice than because of Covid concerns), with even higher numbers expecting this to still be the case in 6-24 months' time.

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

Have not done a specific consultation around this yet but existing feedback has been collated from service user surveys. A consultation will take place during the next phase of the project (post Cabinet decision). This will also include significant discussions with potential partners.

3.3 Summary of relevant findings

Please summarise your relevant findings. *

We have run some pilot programmes looking at resident's wellbeing at the site that have formed the planning of the project. Have also worked with potential partners to look at spaces required for future services and the refurbishment and building work necessary to implement these.

Part of the site is currently closed due to management of asbestos. We are monitoring comments and feedback from visitors on how that has impacted their visits to inform the future use of these areas.

4 Protected characteristics – Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. Please select one or more impact box(es) below for each equality group and explain your rationale. Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g., staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential positive impact selected. Potential negative impact selected.

Explanation of your reasoning:

Museums are welcoming spaces, open to all, providing a safe and inclusive environment. This is a core part of museum service delivery and would be an essential requirement in any refurbishment or new development. There may be some short-term negative impact for

older people and children whilst refurbishment and building works are undertaken, as some areas of the museum may be inaccessible for a period of time. Building and refurbishment works will improve the accessibility of listed buildings. The future service delivery plan will increase the number of programmes working with older people, with a focus on loneliness and isolation as well as people living with dementia. We will also continue and improve / increase specific activities for under 5's and under 18's on site.

Disability

Potential positive impact selected. Potential negative impact selected.

Explanation of your reasoning:

Museums are welcoming spaces, open to all, providing a safe and inclusive environment. This is a core part of museum service delivery and would be an essential requirement in any refurbishment or new development. There may be some short-term negative impact for disabled people, whilst refurbishment and building works are undertaken, as some areas of the museum may be inaccessible for a period of time. Building and refurbishment works will improve the physical access to listed heritage buildings. Future health-focused programmes for the County Museum are expected to include the following. These have so far been undertaken informally as project work or trial programmes or are under discussion with partners as potentials:

- Wellbeing sessions for the general public which can be booked into directly or via social prescribing focusing on gentle exercise and mental health, e.g., yoga, tai chi, art, craft, walk and talk, run by museum staff and by specialist practitioners.
- Preventative health care sessions, e.g., strength and balance classes designed to help reduce the incidence of falls amongst older residents.
- Partner venue use (as a hire) such as AgeUK's Dementia Meeting Centre sessions
- Social volunteering opportunities with health outcomes, supported by museum staff.
- Day care for adults with learning disabilities, run by museum staff alongside partners or agency workers supporting participants. Probably subcommissioned by organisations commissioned to undertake this care.
- Outreach to care homes, using reminiscence resources, led by museum staff.

Gender reassignment

Potential neutral impact selected.

Explanation of your reasoning:

Museums are welcoming spaces, open to all, providing a safe and inclusive environment. This is a core part of museum service delivery and would be an essential requirement in any refurbishment or new development. Previous groups have been run at other museum sites to support young people exploring or understanding their gender identity and their parents and carers. The proposed future model provides the opportunity to increase this work with the same or improved facilities available in future.

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

Museums are welcoming spaces, open to all, providing a safe and inclusive environment. This is a core part of museum service delivery and would be an essential requirement in any refurbishment or new development. The site is registered for marriages and civil partnerships, which are organised through partners on site rather than the WCC led service. This includes activities such as photography within the museum area grounds. The proposed future model provides the opportunity to continue this service with the same or improved facilities available in future.

Pregnancy and maternity

Potential positive impact selected. Potential negative impact selected.

Explanation of your reasoning:

Museums are welcoming spaces, open to all, providing a safe and inclusive environment. This is a core part of museum service delivery and would be an essential requirement in any refurbishment or new development. There may be some short-term negative impact for people who are pregnant or on maternity leave whilst refurbishment and building works are undertaken, as some areas of the museum may be inaccessible for a period of time, or difficult to access with a pushchair. All newly refurbished and newly built areas would be fully accessible. There is a potential for future events and classes for pregnancy at the museum, such as pregnancy yoga.

Race including travelling communities.

Potential positive impact selected. Potential negative impact selected.

Explanation of your reasoning:

Museums are welcoming spaces, open to all, providing a safe and inclusive environment. This is a core part of museum service delivery and would be an essential requirement in any refurbishment or new development. If there are any groups which use the facilities with members with protected race characteristics, or those who have English as a second language, the impact will be neutral as the same or improved facilities will be available in future. The museum currently displays the largest collection of Gypsy caravans in the world. This connection enables the service to work with Gypsy Roma Traveller communities on several programmes.

The future redevelopment of the site will create more space and therefore provide a more suitable location to display the Gypsy Caravan collection and increase space available to provide services for Gypsy Roma Traveller communities. Examples of services previously on offer include oral history collection, work with home education children from Gypsy Roma Traveller communities, work with Worcester University to support better health outcomes for Gypsy Roma Traveller women. The preferred option for the site offers the opportunity to build connections with more community groups as there will be more space available.

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

Museums are welcoming spaces, open to all, providing a safe and inclusive environment. This is a core part of museum service delivery and would be an essential requirement in any refurbishment or new development. The impact will be neutral as the same meeting room capacity and facilities will be available in future for example, the museum currently provides Easter and Christmas specific activities. With more space available, there may also be further opportunity to engage more effectively across communities and invite other groups for events based on religious beliefs.

Sex

Potential neutral impact selected.

Explanation of your reasoning:

Museums are welcoming spaces, open to all, providing a safe and inclusive environment. This is a core part of museum service delivery and would be an essential requirement in any refurbishment or new development. Our demographic information from customer surveys demonstrates that there are generally more female visitors to the museum than male. There is therefore the potential that closures during refurbishment works would affect more women than men. However, the works would open up areas which are currently closed and provide the opportunity to offer services to more groups.

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

Museums are welcoming spaces, open to all, providing a safe and inclusive environment. This is a core part of museum service delivery and would be an essential requirement in any refurbishment or new development. The impact will be neutral as the same meeting room capacity and facilities will be available in the new space should the move go ahead. City museums currently hold pride events on an annual basis, there could be an opportunity for county museum to hold pride events in the future with improved facilities.

5 Characteristics – Public Health

Other vulnerable and disadvantaged groups

Potential positive impact selected.

Explanation of your reasoning:

Museums are welcoming spaces, open to all, providing a safe and inclusive environment. This is a core part of museum service delivery and would be an essential requirement in any refurbishment or new development. If there are any groups which use the current facilities with members from vulnerable or disadvantaged groups, the impact will be positive as the same or improved facilities will be available in future. There may also be a positive impact with an increase in services available as part of the planned future delivery model such as day care for adults with learning disabilities, run by museum staff alongside partners or agency workers supporting participants. Probably subcommissioned by organisations commissioned to undertake this care. Outreach to care homes, using reminiscence resources, led by museum staff which may benefit groups by enabling them to access more services from site. Discussions have started about potential partnership programmes and, in the case of AgeUK, led to the introduction of Dementia Meeting Centre sessions at the County Museum.

Health inequalities

Potential positive impact selected.

Explanation of your reasoning:

Museums are welcoming spaces, open to all, providing a safe and inclusive environment. This is a core part of museum service delivery and would be an essential requirement in any refurbishment or new development. If there are any groups which use the current facilities with members who are experiencing health inequalities, the impact will be positive as the same or improved facilities will be available in future. There may also be a positive impact with an increase in services available as part of the planned future delivery model through the aims to align with health priorities and address the increasing demand for healthy living services, the museum aims to enhance the health of Worcestershire residents, contribute to a reduction to the burden of healthcare costs, and create a sustainable revenue stream for its service.

Through a well-structured approach and careful management, the museum can become a pivotal contributor to support residents to Be Well in Worcestershire, the vision of the Council's Health & Wellbeing Strategy which may benefit groups by enabling them to access more services from site.

Social and economic

Potential positive impact selected.

Explanation of your reasoning:

Museums are welcoming spaces, open to all, providing a safe and inclusive environment. This is a core part of museum service delivery and would be an essential requirement in any refurbishment or new development. If there are any groups which use the current facilities for groups affected by social or economic factors, the impact will be positive as the same or improved facilities will be available in future. There may also be a positive impact with an increase in services available as part of the planned future delivery model social volunteering opportunities with health outcomes, supported by museum staff which may benefit groups by enabling.

them to access more services from site. We are also looking at building a programme to focus on volunteer skills assessment and improve employability. Museums had an economic impact of £2million in 2022 based on secondary spend of visitors to the county with Worcestershire businesses.

Physical health

Potential positive impact selected.

Explanation of your reasoning:

Museums are welcoming spaces, open to all, providing a safe and inclusive environment. This is a core part of museum service delivery and would be an essential requirement in any refurbishment or new development. If there are any groups which use the current facilities for groups supporting physical health, the impact will be positive as the same or improved facilities will be available in future. There may also be a positive impact with an increase in services available as part of the planned future delivery model such as wellbeing sessions for the general public which can be booked into directly or via social prescribing focusing on gentle exercise and mental health, e.g. yoga, tai chi, art, craft, walk and talk, run by museum staff and by specialist practitioners. Preventative health care sessions, e.g., strength and balance classes designed to help reduce the incidence of falls amongst older residents which may benefit groups by enabling them to access more services from site.

Mental health and wellbeing

Potential positive impact selected.

Explanation of your reasoning:

Museums are welcoming spaces, open to all, providing a safe and inclusive environment. This is a core part of museum service delivery and would be an essential requirement in any refurbishment or new development. If there are any groups which use the current facilities for groups supporting mental health and wellbeing, the impact will be positive as the same or improved facilities will be available in future. There may also be a positive impact with an increase in services available as part of the planned future delivery model such as wellbeing sessions for the general public which can be booked into directly or via social prescribing focusing on gentle exercise and mental health, e.g. yoga, tai chi, art, craft, walk and talk, run by museum staff and by specialist practitioners. Potentially a health therapy tenant as part of the County Museum site offer, run as a commercial letting which may benefit groups by enabling them to access more services from site.

Access to services

Potential positive impact selected.

Explanation of your reasoning:

Museums are welcoming spaces, open to all, providing a safe and inclusive environment. This is a core part of museum service delivery and would be an essential requirement in any refurbishment or new development. The impact will be positive as the same or improved facilities will be available in future. There may also be a positive impact with an increase in services available as part of the planned future delivery model as outlined in the attached document.

It is noted that the location of the museum at Hartlebury is in a "cold spot" for community services, with no libraries or communities' centres nearby. The future developments could look to increase services on site for a range of communities benefiting Worcestershire County Council Community Services as well as Wychavon District.

6 Actions to mitigate potential negative impacts.

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

7 When will you review this equality and public health estimate (EPHIA)?

The EPHIA will be reviewed at key milestone gateways in the wider implementation plan. Example milestones include confirmation of funding and timeline for ongoing works, signing of new lease agreement (exact dates TBC).

8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc., and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

I confirm to the best of my knowledge that the information I have provided is true, complete, and accurate.

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

8 Application Details

Last Updated Date Time

19/10/2023 15:49:30

Screening Submitted Date Time

27/09/2023 15:24:40

Last Reopened Date Time

19/10/2023 14:51:26

Full Impact Submitted Date Time

19/10/2023 14:46:59

Approved/Rejected Date Time

19/10/2023 15:49:30

Current User Dashboard Request Status

Complete

9.0 People with access to the original screening

Emily Morrall (EMorrall@worcestershire.gov.uk)

Kerry Young (kyoung@worcestershire.gov.uk)

9.1 People with access to this equality and public health assessment

Emily Morrall (EMorrall@worcestershire.gov.uk)

Kerry Young (kyoung@worcestershire.gov.uk)

Maddy Cameron (MCameron@worcestershire.gov.uk)

10 Direct Questions

Question:

Hello, please can you add information here (due to system) relevant to section 6. for risks and mitigating negative impacts, as well as the timeframe, please? Thanks in advance. Maddy

Asked by Maddy Cameron (MCameron@worcestershire.gov.uk) at 19/10/2023 14:51:16

Emily Morrall (EMorrall@worcestershire.gov.uk), Kerry Young (kyoung@worcestershire.gov.uk), and Maddy Cameron (MCameron@worcestershire.gov.uk) have been asked this question.

Response:

Hi Maddy,

As requested, please find information relating to risks and mitigating negative impacts below.

Risk Identified:

There is a risk that there will be a short-term reduction in services available whilst construction and refurbishment work is underway.

Actions required to reduce/eliminate negative impact:

Assessment of the impact on services can be made during planning stages for building works, and mitigations can be provided.

Who will lead the action:

Museums Service and Project Support

Timeframe:

To be determined following Cabinet decision

How will you monitor these actions:

These will be monitored at the weekly project group meetings.

Many thanks

Kerry

Kerry Young (kyoung@worcestershire.gov.uk) at 19/10/2023 14:57:08